

Six to be inducted into EMU Athletic Hall of Fame June 9

Former major league baseball pitcher Bob Owchinko heads a list of six former EMU athletes who will be inducted into the University's Athletic Hall of Fame Friday, June 9, at the Mayflower Meeting House in Plymouth.

Joining Owchinko (baseball, 1976) in the Class of 1989 will be Gary Bastien (track, 1981); William Cave (track and basketball, 1948); Ron Gulyas (football, basketball and baseball, 1961); Ann Maechum Lohner (track, 1983); and Harry Werbin (track, 1938).

This year's group of inductees is the 14th selected by the EMU E-Club, sponsor of the University's Athletic Hall of Fame. The Hall of Fame is open to any former EMU athletic letterwinner or administrator with a record of outstanding achievement in athletics. The first Hall of Fame inductees were announced in 1976 and, including this year's group, there have been 95 former athletes and administrators inducted.

Owchinko was an outstanding EMU pitcher and four-time letterman. He helped direct the EMU baseball program to success in the



Owchinko

college ranks, leading the Hurons to a runnerup spot and a fifth-place finish in two NCAA College World Series appearances. During his EMU career, Owchinko posted a 29-9 pitching record with a 2.15 earned-run-average and 309 strikeouts in 305 innings.

After his EMU success, Owchinko went on to pitch seven-and-a-half years of major league baseball with a variety of teams. He was named National League "Rookie Pitcher of the Year" in 1977 while with the San Diego Padres.

Bastien gained national prominence in the decathlon as a collegiate track star and continued that success into his post-graduate days. He won four consecutive Mid-



Bastien



Cave



Lohner

American Conference decathlon titles, one of only two performers in the history of the league to win the same event four times.

After earning his undergraduate degree, Bastien continued to compete in decathlon competitions and was on the United State track team at the Pan American Games in



Gulyas



Werbin

Continued on page 4

Children becoming new 'big spenders'

By Debra McLean

Children with money are emerging as a major powerhouse in the economy, to the tune of at least \$50 billion annually, and the only groups who've really noticed are corporations with products to sell and their advertisers.

"Depending on the age group you look at, children spend between \$50 billion and \$100 billion annually," according to Patricia Dulmes, program associate in EMU's Michigan Consumer Education Center, which sponsored a seminar May 12 examining children's new purchasing power.

In addition to teachers and consumer advocates, the seminar participants included corporate representatives interested in learning how to fine tune their marketing to the now lucrative children's market.

"It's a real concern for us (as consumer educators) because children today have more money and greater spending responsibility, but very little guidance in that spending," Dulmes said. "The Better Business Bureau and other consumer protection agencies are getting more calls than ever about children consumers."

Researchers largely attribute children's new spending power to the rise in single-parent and dual-income families. Because parents are busy at work, children are being given more and more responsibility for the family's shopping needs, so grocery and household-item advertising is being geared toward them. According to American Demographics magazine, teen-

Teen-agers alone received \$27 million from their parents in 1987 to buy food for the family.

agers alone received \$27 million from their parents in 1987 to buy food for the family, and 75 percent of teens said they regularly persuade their parents to buy products and services for the home.

"Marketing has really taken the lead in noticing this and it's targeting kids at a very young age, trying to create brand identity, so they'll buy the same brands when they're adults," Dulmes said.

"When children grocery shop, they buy the products whose commercials appealed to them, which might be the most expensive. They don't comparison shop, so if you send them to the store for tomato juice, chances are they'll come home with Campbell's."

In addition to shopping for the family's needs, children and teenagers also are spending more money than ever before on themselves, or successfully persuading their busy, working parents to buy for them. One such group, termed "twens" by some researchers, is children between nine and 13 who spend a lot of time in shopping malls. Approximately 16 million strong, that group often is credited with making or breaking pop music stars through their record and tape purchases, influencing television programming and determining fashion trends.

Though the group is not necessarily composed of wealthy children, a recent survey in Youth-Trends newsletter reported that 13-year-old boys have average weekly incomes of \$22.75, while girls that age have \$23.60 to spend each week. Some twens work for their money, babysitting or mowing lawns. Many, however, receive money from their "Baby Boomer" parents who, because both work, often feel guilty for their frequent absences from the home.

"Traditionally, we've thought of children as being savers—saving for the future or for college—but the research is saying that the children of Baby Boomers aren't saving," Dulmes said. "Often, the children think they'll save their money, and so do the parents, but ultimately they spend it."

And when they do spend, chil-

Continued on page 3

Campus Capsules

Enrollment Continues In Fourth 'Summer Quest'

High school students still may enroll in EMU's fourth annual Summer Quest program, scheduled Sunday, July 23, through Saturday, Aug. 5, on the EMU campus.

Summer Quest '89 is a two-week residential program for prospective college students in the 9th through 12th grades. Its aim is to provide those students with opportunities for academic, social and personal growth.

The program will offer special lecturers, exploratory sessions and planned social and academic opportunities, as well as six study concentrations—theater, journalism, forensics (competitive speaking), communication skills for leaders, art and design, and video production—each taught by EMU faculty members.

The cost to attend the two-week Summer Quest program is \$600 per student and includes all instructional and recreational costs, lodging and all meals, use of all campus facilities and access to the professional live-in staff 24 hours a day.

A \$25 discount is available for families enrolling more than one participant and for children of EMU faculty/staff. A \$50 nonrefundable deposit, which is included in the total cost, is payable at the time of registration.

For more information, call 7-0341.

Ameritech President To Speak At EMU

President and Chief Executive Officer of Ameritech Information Systems Roger Plummer will be the next speaker in the Interdisciplinary Technology Spring Lecture Series

Wednesday, May 24, at 7 p.m. at the new Radisson Hotel/EMU Corporate Education Center.

Plummer, who will speak on "Redefining a Corporate Culture," graduated from the University of Illinois in 1964 and joined Illinois Bell where he worked in Engineering and Operations for five years. In 1969, he transferred to AT&T as personnel supervisor. In 1971, he returned to Illinois Bell and, in 1977, was assigned as moderator for the Corporate Policy Seminar. Plummer held several vice presidential positions and was appointed chief executive officer of Ameritech Communications, now known as Ameritech Information Systems, in 1987.

EMU Tuition Waiver Deadlines Announced

The Benefits Office has announced the following deadlines to submit tuition waivers for the 1989 summer and fall semesters. Faculty and staff wishing to utilize the Employee Tuition Waiver or Spouse/Dependent Tuition Waiver should be aware of these deadlines for approval of the waivers:

1989 Summer Semester — June 19
1989 Fall Semester — Aug. 30

Applications may be obtained from the Benefits Office, 301 King Hall. Please allow 24 hours for approval of the waivers.

African-American Scholars' Forum Continues June 14

EMU's Afro-American Studies Program will complete its African-American Scholars' Forum Wednesday, June 14, with a talk by Howard Ross, assistant graduate dean in the Graduate School, who will present "Recent Scholarship on Martin Luther King" at noon in the Tower Room.

Minority Commission To Hold Regular Forums

Beginning Thursday, June 1, the EMU Commission on Minority Affairs will hold a faculty, staff and student forum from 2 to 3 p.m. in the Regents Room of McKenny Union following the commission's 1 p.m. regular meeting.

The forum will offer faculty, staff and students the opportunity to address commission members on any issues or concerns relating to minority student recruitment and retention.

Other forums this spring and summer will be held July 6 and Aug. 3 at 2 p.m. in the Regents Room.

The commission will resume its biweekly meeting schedule on Thursdays in the fall and will continue to hold forums after each meeting.

For more information, call Dr. Sherry Sayles-Folks, commission chairwoman, at 7-3231.

Fraternity Donates \$250 To EMU's King Gardens

EMU's Alpha Epsilon Pi fraternity recently contributed \$250 to the Dr. Martin Luther King Jr. Gardens project.

The group collected the money during an all-day kiosk sit which placed fraternity members atop an EMU kiosk asking passersby to donate to the gardens fund.

According to Steve Teper, active member of Alpha Epsilon Pi, the fundraiser was the function of the pledge class which decided to do something philanthropic for the University.

Dr. Leslie K. Bates, associate dean of students and chairperson of the gardens' fund-raising committee, said the gardens project has received "strong support from the

Greek system. Several sororities and fraternities have provided generous contributions to the gardens."

According to Bates, the plaza area of the gardens is complete with remaining work awaiting the arrival of the gardens' commemorative plates and the bust of King.

Bates said the gardens dedication is expected to take place at the beginning of the 1989 fall semester.

Alumna Leaves \$550,000 For Biology Scholarships At EMU

EMU recently received \$550,000 from the estate of alumna Meta Caroline Daniel Hellwig to establish an endowment for biology scholarships at the University.

Hellwig, who died in 1987 at the age of 95 in San Jose, Calif., was a Millington (Mich.) native who attended EMU in the early 1900s, when it was known as Michigan State Normal College.

Upon graduation, she began teaching in California and pursued additional studies at Stanford University. A biologist, she loved the outdoors and was an active lifetime member of the Sierra Club. For 42 years she lived in Los Gatos, Calif. Her husband, Harold Hellwig who preceded her in death in 1962, was the former proprietor of Hellwig Iron Works in San Jose.

Dr. William Fennel, acting EMU Biology Department head, said the department is excited about the opportunity, provided by Hellwig's gift, to develop undergraduate and graduate research scholarships.

"These scholarships will help attract the best and brightest students into the biosciences at EMU as well as stimulate further growth of our teaching research programs," he said.

Dependent care benefit to begin at EMU on July 1

To help employees minimize the cost burden of custodial care expenses for children and disabled or elderly dependents, a new optional employee benefit is being made available through the coordinated efforts of the Benefits and Payroll Offices.

Beginning July 1, 1989, EMU's regular full-time faculty and staff may begin contributing to a Dependent Care Assistance Account. This new optional benefit allows you to put away up to \$5,000 pre-tax dollars to pay for custodial care expenses of a child and/or elderly dependent made necessary in order for you to work.

For every dollar contributed to a Dependent Care Assistance Account no FICA (Social Security), federal or state tax is withheld. The money contributed is not reported on your W-2 form as taxable income. Therefore, you pay less income tax. This benefit provides an alternative to utilizing the tax credit available through filing of the individual IRS 1040 form tax return and may prove

to be more cost effective.

It is important to evaluate your family's personal circumstances to determine whether this account or the tax credit is your best option (remember, you cannot use both). Information available from the Benefits Office, 301 King Hall, may help you determine this choice. You also will need to decide upon the amount you wish to contribute. Looking at past year's expenses is a good way to start in determining your goal.

Eligible Expenses Include:

Eligible Dependents are defined as: children under the age of 13 whom you claim as an exemption for federal tax purposes during the year expenses were incurred; and a disabled spouse, parent(s) or child age 13 or older whom you claim as a federal tax exemption during the year expenses were incurred.

Dependent Care Providers are defined as: nursery schools, licensed day care centers, private babysitters (in either their home or

yours), providers of custodial care for a disabled dependent and/or your child age 19 or older whom you do not claim as a dependent on your income tax return.

Once enrolled, employees may submit reimbursement requests for eligible expenses incurred July 1 or after to the Benefits Office. The money will be distributed untaxed in the following pay period paycheck. The amount reimbursed cannot exceed the money in the account.

An open enrollment period will be held from June 12 to 30, 1989. Actual deductions will begin in checks distributed on the July 27th payday and reimbursement will be submitted at that time and thereafter.

Look for further information in future issues of *Focus EMU*. Detailed information, worksheets and enrollment materials will be made available during the open enrollment period from the Benefits Office.

EMU workshops look at science education

More than 90 teachers from throughout Michigan recently participated in a three-part workshop at EMU called "Classroom Ready Science," designed to encourage teachers to teach science to kindergarten through ninth graders through hands-on activities.

The workshop was sponsored by the Michigan Department of Education and EMU's Biology Department and was coordinated by Dr. John Novak, assistant professor of biology at EMU.

The workshop introduced and piloted the use of a science curriculum support guide newly developed at the state Department of Education. Through step-by-step hands-on activities, the support guide addresses the Michigan Essential Performance Objectives for Science Education, a minimum set of scientific principles state officials have determined students should learn.

"We're trying to address relevance, that science impacts society in everyday life," Novak said of the workshop. "Science impacts personal needs, like amniocentesis (a test performed on pregnant women

to determine fetal defects) and genetic counseling, as well as things like waste-water treatment. We need to show kids that science plays an important role in their lives."

According to Novak, today's public school students generally are not getting good basic science training.

"We're being compared right now to other countries and our students are not doing that well," he said. "Part of the problem is that teachers don't have a good (science) background. Most universities don't prepare elementary teachers to teach science. EMU, in fact, is one of the few that requires more than just one or two science courses in the education program."

During the final meeting of the EMU workshop May 19, administrators from the schools represented by the teacher participants were invited to attend so they could learn what's involved in teaching science.

"When you do science, it's noisy, but it's constructive noise. That's why administrators were invited, so they'd understand," Novak said. "Science is 'doing,' not just completing worksheets."

Transition Council

Following are highlights from the April and early May Transition Council meetings. The Transition Council usually meets twice each month, although only one meeting will be held this month, June 26, at 9 a.m. at the Corporate Education Center.

The following issues were discussed at the April 7 meeting:

— Executive Vice President Roy Wilbanks, chairman of the Transition Council, discussed the office move-ins at Welch Hall. The second floor now houses Wilbanks' office, the President's Office, and offices for the Board of Regents and director of University communications, as well as regents' meeting rooms.

The first floor now houses the Office of the Vice President for Business and Finance, the University's chief budget officer and the Office of the Vice President for Academic Affairs. It also will house the executive offices for University Marketing and Student Affairs, which have not been moved yet.

The Welch Hall ground floor, due for occupancy in July, will house Public Information, Alumni Relations and Development, Legal Affairs and State, Federal and Community Relations.

— Wilbanks also reported that the University is nearing its selection of a consultant to assist in establishing a foundation for EMU.

— Wilbanks introduced a special report explaining that the Board of Regents separated contract learning from the Corporate Education Center facility rental in February 1988 on the advice of a consultant. The CEC will operate as a facility rental program, while the Corporate Services Division will oversee EMU's contract learning programs, 85 percent of which currently are held at the client's site. Wilbanks also noted that Corporate Services will require University funding for two more years, after which it is expected to become self-supporting.

Wilbanks outlined three reasons for the University's aggressive efforts toward developing contract learning: to generate networks in the private sector to gain its increased campus participation and financial support; to diversify the student market by serving non-traditional students off-campus, as the on-campus service capacity has reached its limit; and to market the expertise of EMU's faculty and staff to the external market.

— Provost and Academic Affairs Vice President Ronald Collins discussed the Child Development Laboratory Task Force recommendation

that the CDL and EMU Children's Center be combined to create a Children's Institute. The decision, Collins said, is that the CDL will have an additional one-year period to allow for compromise. He indicated that a Children's Institute makes sense in the long run, but implementation of it would be very complicated. An implementation task force will be appointed and, while closed this spring, the CDL will be open next fall and winter.

The following issues were discussed at the April 21 Transition Council meeting:

— Newly-elected EMU President Dr. William Shelton attended the meeting, and later said he may want to see the council continue after he joins the University in July.

— Wilbanks reported on the Michigan Senate Higher Education Appropriation Subcommittee meeting and said the funding news from Lansing looks fairly good for EMU.

— Chief Budget Officer George Johnston outlined the 1989-90 budget strategy, which the Board of Regents approved at its April meeting.

— Collins distributed a memorandum on the program review of the Department of Human, Environmental and Consumer Resources and the Child Development Lab. Two decisions have been made regarding the review. One is that no academic program changes will be made until 1990. The program review recommendations were not acceptable to HECR faculty and students and a faculty counter proposal was not acceptable to the administration. Collins announced the establishment of an HECR Program Review Task Force to be chaired by Don Bennion. The final deadline on program changes is Dec. 18, 1989. If no compromise is reached, the provost will make the final decision. In any event, Collins said there would be no faculty layoffs.

Collins also reported that establishment of a Children's Institute has been approved pending resolution of programmatic and fiscal issues. A Children's Institute Task Force chaired by associate provost Judith Johnson will be appointed and phased implementation is planned. If no compromise is reached on its development, the provost will make final recommendations. The CDL will continue to operate as is during the 1989 fall and 1990 winter semesters.

— Mary Linblade, president of UAW Local 1975, voiced secretarial concerns on campus, noting that a lunchtime rally was held April 20

to protest the job vacancy patterns at EMU over the past two-and-a-half years and clerical understaffing. More than 100 secretaries, plus some PTs, AFSCME workers and students, participated. Linblade said the secretaries believe they cannot continue to provide service to the current student population at current staffing levels and that there are too many temporary secretaries on campus. She also said secretaries are working through their lunches, particularly in Briggs Hall.

David Tammany, interim executive director of Human Resources, said staff in the secretarial ranks are leaving the University at a higher rate than in the past and that there currently is concern over the filling of positions. EMU has developed an initiative to recruit high school students who plan to enter the job force immediately after graduation, Tammany said, adding that he plans to recommend a simplified employment process to the Executive Council. Wilbanks said he feels very strongly that the University hiring process needs to be speeded up, and asked EMU union officials to work with Tammany on developing recommendations toward that end.

The following issues were discussed at the May 5 Transition Council meeting:

— Leon Daniel reported on the Implementation Management Council formed to oversee implementation of the Integrated Student Information System (ISIS). Wilbanks noted that ISIS implementation is one of the most critical issues EMU faces, so the University must do whatever is necessary to get the system on line. Courtney McAnuff added that the ISIS system was chosen because it's a state-of-the-art system which will allow EMU to incorporate its Financial Aid programs into it, which no other system allowed.

— Dorian Sprandel reported that he plans to announce committee assignments and timelines for the planning phases of the construction projects he is overseeing at the next Transition Council meeting. Those projects are the McKenny Union revitalization, Sports Training Instructional Center and Bowen Field House and Ryneerson Stadium renovations.

— In discussing facilities planning, Business and Finance Vice President Janet Pichette said EMU needs \$3 million per year for adequate deferred maintenance, while the University currently receives \$700,000 for those needs.

— Pichette also reported on a

University Mail Room audit which showed that mail volume has increased 1.8 million pieces per year, or 7,000 pieces per week, while staffing there has decreased by two workers.

The delays in processing are due to this increased volume of mail, along with staff sick days, vacation days and holidays, which build up a backlog of mail. Other factors, Pichette said, include the increased number of University offices located off central campus and a delay of at least one day on mail arriving from the Ypsilanti post of-

Rec/IM to hold summer day camp for kids 7-14

The EMU Recreation/Intramural Department will host one 10-day session and two 13-day sessions of a day camp for children ages seven to 14 beginning Monday, June 19, on the EMU campus.

The camps will run Monday through Friday from 9 a.m. to 5 p.m. June 19-30, July 5-21 or July 24-Aug. 9. Children may be signed up for a full day of camp, or may attend from 9 a.m. to noon or 1 to 5 p.m.

The "L'il Chiefs Huron Camp" is designed to provide opportunities for children to gain skills in athletics and creative arts. The camp will be held in the Olds Student Recreation Center. Scheduled activities will include basketball, bowling, floor and table hockey, frisbee golf, kickball, softball, tennis, tumbling and soccer, as well as arts and crafts, music, movies and picnics.

The camps will be staffed by

'Learn-to-Swim' program begins June 19 in Olds

EMU will host three sessions of its 1989 Learn-to-Swim Program with former Head Swim Coach Mike Jones for children ages five to 12 beginning Monday, June 19, at the Olds Student Recreation Center.

Taught by American Red Cross water safety instructors, the program offers eight 40-minute lessons for beginner, advanced beginner, intermediate and advanced swimmers. Sessions will run June 19-29, July 10-20 and July 24-Aug. 3 between 9 a.m. and noon, with specific 40-minute times dependent on the child's swimming level.

All instructors are trained by

the Mail Room also has a high employee turnover rate, so new staff constantly are being trained.

— The backlog was caught up as of April 27, and Pichette reported a \$12,000 need for more temporary help in the Mail Room. A comprehensive plan presently is being developed, which will look at scheduling, the possible establishment of an advisory committee and centrally-located mail pick-up locations and survey other universities. A June 30 target date is set for completion of the plan.

EMU students majoring in education and recreation fields.

In addition, children in the first or third sessions automatically will be enrolled in EMU's 1989 Learn-to-Swim Program with former EMU Head Swim Coach Mike Jones. The program is taught by American Red Cross water safety instructors, primarily selected from EMU's varsity swim teams, and includes eight 40-minute lessons for beginning through advanced swimmers.

The cost of the June 19-30 day camp is \$45 per child from 9 a.m. to noon, \$60 from 1 to 5 p.m. and \$115 from 9 a.m. to 5 p.m. The two 13-day sessions will cost \$65 per child from 9 a.m. to noon, \$80 from 1 to 5 p.m. and \$150 for the whole day. Discounts also are available for families who enroll more than one child.

For more information, call 7-1338.

Jones, EMU's head swim coach for 22 years who led his EMU teams to nine consecutive Mid-American Conference championships. The student-to-instructor ratio is 8-to-1.

Children will be tested and evaluated at the first class and placed in the appropriate swimming level. Upon completing the program, they will each receive a Red Cross certificate and a T-shirt.

Students must provide their own swimsuits and towels. The fee for each eight-lesson session is \$30 per child.

For more information, call Jones or Debbie Tandy at 7-1338.

Focus on Faculty

Henry's book tells accounts of student deviant behavior

By Debra McLean

EMU's Dr. Stuart Henry, associate professor of sociology, believes we would understand criminals much better if we realized that they aren't really any different than we are.

To make his point, Henry had the students in a class he taught three years ago at a Virginia university chronicle their own deviant behavior.

"It was really incredible. I had cocaine dealers, students who steal and one kid who would shoot bottle rockets out of his dorm room window because he was bored and he liked to see the students below run for cover," Henry said. "But, it's important to realize that these were ordinary kids, they weren't exceptional."

He took the students' stories, which included accounts of such alternative lifestyles as survivalism and nudism, and put them into a book, "Degrees of Deviance," recently published by Gower Publishing Co. While not all of the students were involved in criminal activity, all of them did have some deviant—outside of the norm—behavior to report on.

"We're all engaged in degrees of deviance, and while that doesn't mean we're all criminals, many of us have done things that we could have gone to jail for," Henry said. "We don't need an exceptional explanation to explain deviant or criminal behavior because that behavior is found in all of us. If we start to look at why we do it, then we can explain why others do it."

A main reason why we're all deviant to a degree, Henry said, is because we're all equipped with the ability to rationalize our own deviant behavior so it seems normal. "There are standard ways we make sense of our deviant behavior and convince ourselves of its normality," he said. "Vegetarians rationalize that deviance in just the same way as the guy who steals or trades in cocaine."

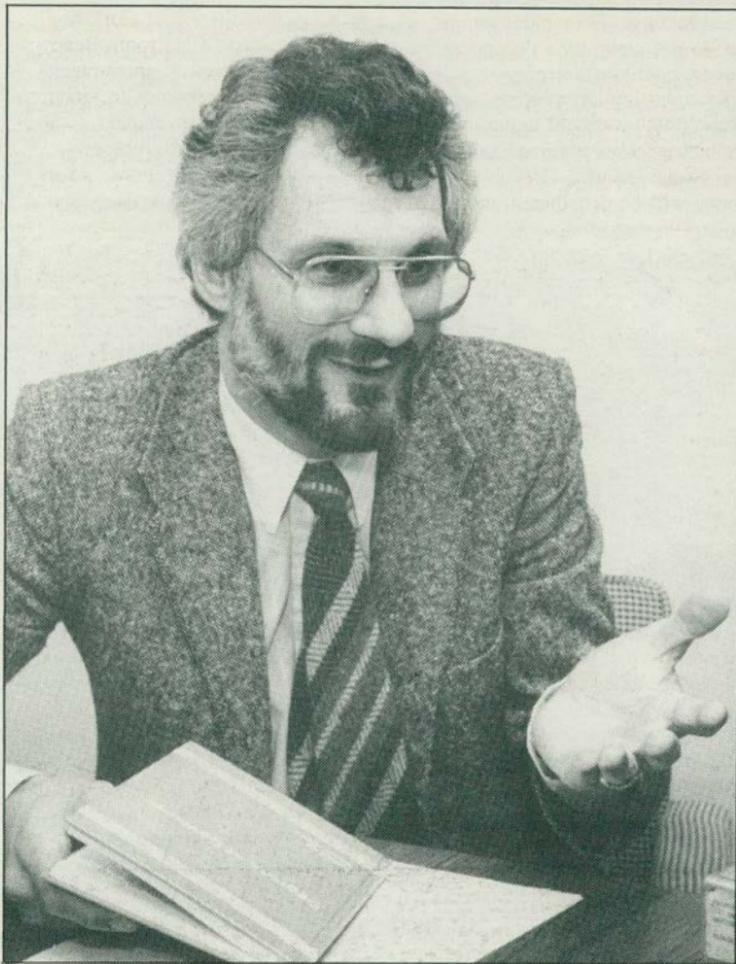
A common rationalization method is to attach ordinary words and phrases to deviant or criminal activities. "We won't say we 'received stolen goods,' we'll say we 'got it cheap' or 'it fell off the back of a truck,'" Henry said.

Other examples are the man who cheats on his wife and says he "has something on the side," or the person who steals supplies from the office and refers to them as "perks" of the job.

"It's called making something morally neutral," Henry said. "The use of those words and phrases sends us on a moral holiday."

Because everyone does this, Henry believes it's ridiculous to try and rehabilitate criminals by asking them to do no wrong. "What we're really asking them to do is not be normal," he said. "We're asking them to be what we're not, which is why it doesn't work half the time. But, because we don't see our own deviant behavior, we ask them to behave better than we do."

A better way to rehabilitate



EMU photo by Brian Forde

Dr. Stuart Henry, associate professor of sociology, looks at deviant behavior and "private justice" in two recent books. A wider understanding that everyone engages in some degree of deviance, Henry contends, would greatly improve our efforts to rehabilitate criminals, because "they aren't so different from the rest of us," he said.

criminals, and prevent others from becoming criminals, would be to train them to recognize that they are responsible for their own behavior—that everything they do, they choose to do. "All this rationalizing and the great words and phrases we use for why it wasn't our fault doesn't deny us the responsibility for the behavior," Henry said. "That's why we have people like Ollie North saying, 'I was just following orders.' He wasn't just following orders, he chose to do the things he did."

Once people learn to recognize their own deviance, and take responsibility for it, the rationalizing mechanism necessary to commit crimes would be diminished.

"The limits (of deviant behavior) come in how much of your deviance is harming other people," Henry said. "Getting inside deviance is getting these people (criminals) to understand that they are responsible for what they do. Some of us (who don't commit major crimes) recognize that to a certain limit—we're responsible for what we do—but it's very easy to push that limit so that the amount of deviance you engage in progresses."

One area where deviant behavior, well cloaked in a myriad of rationalizations, is rampant, Henry said, is corporate America. He presently is teaching a class at EMU titled "White Collar and Corporate

Crime," from which he hopes to publish a similar book detailing student accounts of crime and deviance in the workplace.

"The point of the earlier book, and this one, is to get the students (most of whom will someday work in criminal justice) to understand this kind of behavior from their own points of view," he said. "It makes them draw on their own experiences and it makes this stuff relevant to them. We're all deviant, and we all participate in some kind of crime in the workplace, even if it's just doing non-work activities during business hours, which is stealing."

Henry also has written two other books which look at criminal and deviant behavior in ordinary situations. "The Hidden Economy" (Martin Robertson and Co., 1978) explored the pilfering and subsequent illegal resale network of goods and services by employees in factories and offices. "Private Justice" (Routledge and Kegan Paul, 1983), outlined the private discipline systems organizations, such as corporations, use on employees, which often supersede formal law. For instance, Henry noted, employees caught stealing or embezzling often aren't reported to the police because companies don't want the bad publicity. (See accompanying story.)

A native of England, Henry holds a bachelor's degree and doc-

torate from the University of Kent. He was a research sociologist at London University and has taught at Middlesex Polytechnic and Trent Polytechnic in England, and at Old Dominion University in Virginia. He joined the EMU faculty in 1987.

He has published several books, numerous articles, book chapters and reviews, and often delivers papers, lectures and workshops. Henry's research on private justice, self-help and stolen goods trading, as well as other topics, regularly is cited in other scholarly works.

Workplace justice can be unjust

"Every group or organization has its own rules and forms of punishment beyond the actual legal system," according to EMU's Dr. Stuart Henry, and those rules often supersede formal law.

"The internal discipline of organizations actually takes over some of the work of the formal legal system," Henry said. "For example, in the case of theft in the workplace, the police aren't always notified. Usually, to avoid bad publicity, companies handle it through their own internal disciplinary procedures."

"So what we're finding," he continued, "is that in every organization a whole range of activities, some just against the company's rules, but more importantly, some which are against the law, are being handled by these private systems of justice. Individuals are becoming judge and jury, without the protections formal law provides."

Henry, associate professor of sociology, explored such systems of discipline in his book "Private Justice" (Routledge and Kegan Paul, 1983), which looked at the formal and informal social control networks operating in today's corporations.

"The bulk of our justice system never gets to the courts, it's private justice and it is based on who owns the company and how much power one person has over another," Henry said.

"And, it isn't what justice, in the formal sense, is designed to be."

Indeed, much of the private justice going on in today's offices and factories can be termed injustice. Henry makes the contention that informal corporate disciplinary systems allow for dangerously arbitrary treatment of employees. In most companies, he noted, a certain amount of theft, such as paper clips and other supplies, is accepted as ordinary. However, even if petty theft has been allowed in a corporation, employees can be, and often are, singled out and punished for it.

"This idea that certain amounts of theft are expected gives management incredible power over the employees, because at any time it wants to, management can punish someone for going over the acceptable limit," Henry said, "and people get disciplined for many reasons other than what they've actually done."

For example, a company that wants to get rid of a certain employee, for any reason, could do so on the grounds that he takes an extra 10 minutes for lunch each day, even if every other employee does, too. He would be fired, ostensibly, for the long lunches, but not really. "All of a sudden, what everyone does is being turned around and used against an individual person," Henry said. "This used to happen all the time (to black workers) based on race before we had laws preventing it. They were moved out of jobs for reasons other than what they were doing."

While the above illustrates informal disciplinary systems, most corporations today, particularly large ones, also have adopted formal systems of social control that still often replace actual law. Such formal systems include policies and procedures outlined in employee or trade union handbooks and employee codes of conduct. Corporations also have developed elaborate mechanisms through which violations of the system are processed, including punitive tribunals, union rules committees and joint union-management disciplinary groups.

Henry also looked at different organizational structures, large or small, unionized or not, to see if they employed different disciplinary models.

Large, unionized companies, he found, "tended to be very formalized and had prescribed rules, where smaller or family-run businesses tended to operate in an authoritarian manner."

He also looked at the different private justice practices in cooperative companies, where all the members are owners, and in large, management-worker companies.

"What was fascinating in looking at the different types of structures was that I imagined that the co-ops would be wholly different from the big companies, but they episodically used formal discipline and some times even brought the state law in to discipline their own members," Henry said. "On the other hand, large corporations sometimes used the collective model. The union guy would meet with the management guy and they'd make a deal to put some kind of pressure on an employee to conform somehow."

Big spenders' Continued from page 1

ren today often purchase high-ticket items, such as video cassette recorders, "boom boxes" and \$70 tennis shoes, she said.

Although advertisers have picked up on children's new money power, some consumer advocate groups are pushing legislation to limit what advertisers can do during children's television programming, a move consumer educators support.

"Young children believe everything they see," Dulmes said. Saturday morning commercials are

done to look just like cartoons and children can't tell the difference."

Consumer advocates are calling for legislative regulation prohibiting the "selling" of products—like toys—within the context of cartoons. Where toys reflecting cartoon figures used to come out after the cartoons became popular, toy manufacturers now are underwriting Saturday morning cartoons based on their already-available products.

"That's going to be an issue for quite awhile," Dulmes said, "until

a decision is made that it's either O.K. or it's not O.K. and (those shows) need to clearly be identified as commercials."

To capture the children's market, many stores have added shopping areas exclusively for children, with items on low shelves packaged in bright colors. McDonald's, a long-time leader in marketing for children, has captured their loyalty through such campaigns and products as the Hamburgler. Ronald McDonald and Fun Meals. A few

years ago, McDonalds joined with Sears to produce and market a line of children's clothing, McKids, which Sears has since taken one step further by opening a chain of freestanding McKids speciality stores.

Because of the enormous spending power children now have, groups like EMU's Michigan Consumer Education Center are working to have money management added to the public school cur-

riculum, preferably beginning in elementary school.

"Children need to be taught to stop and think about what they're buying and how they're being influenced by advertising," Dulmes said. "We're all going to make impulse purchases now and then and be influenced, but parents can still say no and children can still be taught that they may have to make tradeoffs to have the things they want."

Openings

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED directly to the Employment/Affirmative Action Office and received no later than 5 p.m. on the expiration date.

The Employment/Affirmative Action Office announces the following vacancies. The expiration date for applying for these positions is Wednesday, June 7, 1989. Detailed job descriptions may be reviewed in Room 310 King Hall. Posting Boards across campus also highlight necessary and desired qualifications. Locations of these boards are main traffic areas in: King Hall, McKenny Union, Roosevelt Hall, Business and Finance Building, Sill Hall, Pray-Harrold, Rec/IM Building, Physical Plant, Mark-Jefferson, Hoyt Meeting Center, DC I, and the University Library.

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

POSTING # CLASS/GRADE

- CSSA89003 - CS-05 - \$627.81 - Senior Secretary, Auxiliary Enterprises (Word Processing experience and/or ability and willingness to learn)
- CSSA89027 - CS-05 - \$627.81 - Senior Secretary, Teacher Education (Word processing experience and/or ability and willingness to learn)
- CSSA89028 - CS-05 - \$627.81 - Senior Secretary, Operations Research and Information Systems (Word processing experience and/or ability and willingness to learn)
- CCUR89005 - CC-05 - \$627.81 - Senior Secretary, Internal Audit (Word processing experience and/or ability and willingness to learn)

ADMINISTRATIVE/PROFESSIONAL

(Biweekly Salary Range)

- ACUR89006 - AC-10 - \$429.61 - \$665.95 - Assistant Coach, Wrestling, Intercollegiate Athletics

PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

- PTEX89005 - PT-06 - \$714.59 - \$1,034.27 - Programmer/Analyst I, University Computing

FACULTY

- LCAA89003 - Lecturers, Music - TEMPORARY for Fall 1989 and Winter 1990

FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate*)

- FMBF89015 - FM-06 - \$8.92/hr. - Custodian 50 percent Part-time, Afternoons Fall/Winter, Days Spring/Summer, Custodial Services
- FMBF89016 - FM-12 - \$9.55/hr - Groundsperson 50 percent Part-time, Physical Plant
- FMBF89017 - FM-06 - \$8.92/hr - Custodian (Midnight), Pray-Harrold Custodial Services

*Payrate stated does not include shift differential when applicable.

An Affirmative Action/Equal Opportunity Employer

Events

of the Week

May 31 - June 12

Wednesday 31

WORKSHOP — Career Services will present a cooperative education orientation workshop for students interested in a co-op placement. All students interested in a co-op must attend an orientation session. Call 7-1005 to sign up, 405-425 Goodison Hall, 10 a.m.

WORKSHOP — Career Services will present a career planning workshop using the Discover computer program. Call 7-1005 to sign up, 405 Goodison Hall, 2 p.m.

LECTURE — As part of the Department of Interdisciplinary Technology's spring lecture series, Dr. Howard Carlson, general director of organizational research and development at General Motors Corp., will discuss "Managing Worker Participation in the World's Largest Corporation." Call 7-1161 for more information, Corporate Education Center, 7 p.m.

TRACK — The men's and women's teams will compete in the NCAA Championships today through Saturday, June 3, Provo, Utah, to be announced

Thursday 1

MEETING — The Deans' Advisory Council will meet, McKenny Union, 10 a.m.

MEETING — The University Council on Teacher Education will meet, Gallery I, McKenny Union, 3:30 p.m.

Sunday 4

COLLEGE DAY — The Office of Equity Programs will host a session of its residential College Day program for junior high school students today through Tuesday, June 6, Buell Hall, all day. Call 7-2133 for more information.

Monday 5

WORKSHOP — Career Services will present a career planning workshop using the Discover computer program. Call 7-1005 to sign up, 405 Goodison, 2 p.m.

Tuesday 6

WORKSHOP — Career Services will present a resume preparation workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison, 2 p.m.

WORKSHOP — Career Services will present an interview preparation workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison, 4 p.m.

Research

AIDS and Its Behavioral Causes: Children's Knowledge and Emotions

The Department of Health and Human Services is inviting research applications for studies on six- to 12-year-old children's knowledge and feelings regarding (a) Human Immunodeficiency Virus (HIV) infections and mechanisms of its transmission; (b) Acquired Immunodeficiency Syndrome (AIDS) as an illness and its health consequences; and (c) human sexuality and drug abuse. The results of the research are intended to inform and guide the planning of AIDS-related educational programs.

Proposals are due July 31, 1989. Contact Cheryl Kozell at 7-3090 for further information.

Music Ensembles

The Music Program of the National Endowment for the Arts assists creative and performing artists of exceptional talent, and music performing, presenting and service organizations of the highest artistic level and of national or regional significance. During 1990, the following categories will be supported:

- Chamber Music/New Music/Jazz Ensembles
- Choruses
- Orchestras
- Composer in Residence

The deadline for submitting proposals is July 14, or July 28, 1989, depending upon the funding category. For guidelines and application forms, contact Cheryl Kozell at 7-3090.

Research on Human-Animal Interactions

The Delta Society will award one-year grants for research on human-animal interactions, especially if the research is part of a larger study funded from other sources.

The Delta Society is a nonprofit, tax-exempt international educational, research and service center which focuses on the relationship between people, animals and the environment. For 1989, the society will consider funding proposals which address the following questions: What is the role of dogs/cats in human growth and development over the lifespan? How do human-animal (dog/cat) relationships develop? What is the meaning of those relationships for people? How do the relationships and their meaning vary among individuals?

Proposals must be received by Oct. 6, 1989. Contact Cheryl Kozell at 7-3090 for copies of the Request For Proposal.

Adviser

Academic Advising Center
Starkweather Hall
Hotline: 7-3344

Withdrawal Deadline

Thursday, June 8, is the last day for students to withdraw from an individual class and receive an automatic "W" for the spring semester.

Policy For Returning Students
Who Have Not Enrolled In Any
College or University For at Least

Two Years:

For students who have not enrolled in any college or university for a continuous period of two years or more, "E" grades earned prior to the "two year out" period are not calculated in the computation of their grade point averages. The E grade(s) remain on the transcript but are lined through.

For more information on this policy, contact the Academic Records Office.

Induct

Continued from page 1

1983.

Cave competed in both track and basketball at EMU. He was captain of the 1948 track team and set a college record in the 440-yard dash. Now a professor of education at the University of Michigan, Cave also was a standout high school coach from 1948 to 1950 and 1952 to 1955, where he led Flint Northern High School to three Class A State Track Championships and 29 of 30 dual meet wins.

Gulyas was a football, basketball and baseball player for EMU and earned nine varsity letters. He paced the 1959 Huron football squad in points scored with 14 and led the 1960-61 basketball team in scoring with a 20.9 average. Gulyas has been an outstanding coach and administrator in the high school ranks, where he currently serves as athletic director and assistant principal at Woodhaven High School.

Lohner was an All-American performer in track at EMU and paced the Hurons in season-high point totals in 1979, 1980 and 1981. She was the first State of Michigan collegian to long jump more than 20 feet. Lohner was named "Outstanding Athlete" of the 1981 MAC Invitational Championship after scoring 41 1/2 points for the Hurons.

Werbin was a three-year letterman in track and cross country and was captain of the 1936 cross country squad. He was a national champion in cross country in 1935 and competed in the Olympic Trials that year. Now a medical doctor living in California, Werbin also was a physician and trainer for 30 years for the Maccabiah Olympic Games.

Tickets for the June 9 induction banquet are \$20 per person for E-Club members and \$25 for non-members. Tickets may be purchased through the Office of Alumni Relations, 202 McKenny Union.

For more information, call 7-0250.

WORKSHOP — Career Services will present a resume preparation workshop for education majors. Call 7-1005 for more information, 405 Goodison, 5:15 p.m.

Wednesday 7

ROUNDTABLE — The Center for Entrepreneurship will host a roundtable management briefing featuring Dennis Dresser, president of GEL Inc., who will discuss "Educating the Workforce." For more information, call 7-0225. Corporate Education Center, 7:15 a.m.

WORKSHOP — Career Services will present a career planning workshop. Call 7-1005 to sign up, 425 Goodison, 1 p.m.

MEETING — The College of Education Council will meet, Gallery I, McKenny Union, 1 p.m.

WORKSHOP — Career Services will present an interview preparation workshop for education majors. Call 7-1005 to sign up, 405 Goodison, 5:15 p.m.

LECTURE — As part of the Department of Interdisciplinary Technology's spring lecture series, Joan Patterson, co-director of the UAW-Chrysler National Training Center, will speak on "New Directions in Joint Labor-Management Programs." For more information, call 7-1161, Corporate Education Center, 7 p.m.

Thursday 8

MEETING — The academic deans and department heads will meet, McKenny Union, 8 a.m.

COLLEGE DAY — The Office of Equity Programs will host a session of its residential College Day program for junior high school students today through Saturday, June 10. Call 7-2133 for more information, Buell Hall, all day

Monday 12

WORKSHOP — Career Services will present a resume preparation workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison, 3 p.m.

WORKSHOP — Career Services will present an interview preparation workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison Hall, 5 p.m.

COLLEGE DAY — The Office of Equity Programs will host a session of its residential College Day program for junior high school students today through Wednesday, June 14, Call 7-2133 for more information, Buell Hall, all day